



Eurasian Resources Group
Corporate University

Creating safe and sustainable future in the mining sector



Executive Summary

Eurasian Resources Group (ERG) – is one of the world's leading and most diversified companies in the mining and metals sector, originated from Kazakhstan. The Group includes mining, processing, energy, logistics and marketing operations **in Asia, Europe, Africa and Brazil.**

The Company continuously advances its efforts to apply international best practice with respect to business management, environmental safety, provision of safe work conditions, and people development.

The establishment of **ERG Corporate University** is aimed to support these principles:

- Ecosystem where a **unique learning environment** for blended learning is created: campuses in all regions of presence, soft and hard-skills training;
- Practice-oriented content for all management levels;
- Expertise essential for business transformation: people, processes, and technologies;
- Partner network: Kazakhstani and international companies and communities.

In all spheres of work, the Group seeks for the opportunities to decrease the effect of unfavorable factors on the environment.

Taking into account the business, environmental, and social challenges, the Corporate University has commissioned a **training program for heavy-duty transport drivers** with specified and expected outcomes from the training, such as reduction in fuel and tire consumption with a corresponding decrease in greenhouse gas emissions.

Due to comprehensive expertise and high-quality project delivery, involving all Group's Enterprises, the training program on the train simulator **was successfully launched**, fully replicating real work conditions:

- identical control system – instrument panel and control panel made from original components;
- recreated visual environment – accurate replicas of all quarries and movement routes, and weather conditions;
- the system includes 100% of all operations performed by drivers;
- ensuring maximum safety for employees during training and driving.

The specialized training infrastructure and qualified instructors allow training to be conducted 24/7 and to monitor learning progress, with the generation of detailed and summary reports including specific recommendations. **More than 1000 drivers** go through training each quarter.

Internal clients, represented by the Group Enterprises, are fully satisfied with learning outcomes, which were identified during initialization stage:

- Growth in knowledge and skills levels constitutes **60%** and higher;
- 95% of training participants demonstrate score results of **95%** after training compared to that of **35%** before training;
- Fuel consumption, subject to work season, decreases by up to **30%** or \$100,000 per month due to improved driving skills;
- Tire consumption also sees a significant reduction of up to **75%**;
- As key effect the ability to track greenhouse gas emissions levels, which are reduced by up to **30%**.

This experience serves as a successful example where training had a significant impact on both business and environmental challenges and led to the launch of new and complex projects.



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